

IN THE UNITED STATES DISTRICT COURT
FOR THE MIDDLE DISTRICT OF PENNSYLVANIA

MEDIA D. PANETO,	:	
	:	Civil No. 1:18-cv-1794
Plaintiff,	:	
	:	
v.	:	
	:	
CWORK SOLUTIONS, LP, d/b/a	:	
ASSURANT SOLUTIONS, a wholly	:	
owned subsidiary of SIGNAL	:	
HOLDINGS, LLC,	:	
	:	
Defendant.	:	Judge Sylvia H. Rambo

ORDER

In accordance with the accompanying memorandum, **IT IS HEREBY ORDERED** that:

(1) Defendant CWork Solutions, LP's ("CWork") motion for summary judgment (Doc. 20) is **GRANTED** with respect to the following claims:

a. Count I

b. Count II

i. Claims under Title VII and the Pennsylvania Human Relations Act ("PHRA") for disparate treatment gender discrimination based on hostile work environment;

c. Count V

- i. Claims under Title VII and the PHRA for gender discrimination based on Ms. Paneto's termination, discipline, and 2016 evaluation;
- ii. Claims under Title VII and the PHRA for race discrimination based specifically on Ms. Paneto's discipline and 2016 evaluation;

(2) The foregoing claims are **DISMISSED WITH PREJUDICE**;

(3) CWork's motion for summary judgment on damages and the defense of after-acquired evidence is **GRANTED** to the extent that Ms. Paneto is precluded from recovering at trial backpay for dates after March 13, 2019;

(4) CWork's motion for summary judgment is **DENIED** with respect to the following claims:

a. Count II

- i. Claims under Title VII and the PHRA for disparate treatment race discrimination based on hostile work environment;

b. Count IV

c. Count V

- i. Claims under Title VII and the PHRA for race discrimination based on Ms. Paneto's termination;

ii. Claims under Title VII and the PHRA for retaliation;

(5) The following claims have been withdrawn and are therefore

DISMISSED:

a. Count III

b. Count V

i. Claims under the Americans with Disabilities Act and the
ADA Amendments Act of 2008, including claims for
disability discrimination.

SO ORDERED.

Dated: November 30, 2020.

/s/ Sylvia H. Rambo
Sylvia H. Rambo
United States District Judge